FEDERAL COMMUNICATIONS COMMISSION Washington, DC 20554

Approved by OMB 3060-0076 Est time per response: 1 hour

COMMON CARRIER ANNUAL EMPLOYMENT REPORT

[Please read instructions before completing and for Notice regarding public but

1. Name and Mailing Address of Respondent HILL COUNTRY TELEPHONE COOPERATIVE, INC P O BOX 768 INGRAM, TX 78025 2. Year Report Filed 2017 SECTION II - Full-Time Employees.	LEPHON	JE COOPERA 3. Reporting Period Coverage FEB 11,	COOPERATIVE, In COOPERATIVE, In Reporting Period (Ending Deriod (Ending Deriod Covered by Report) FEB 11, 2017	COOPERATIVE, INC Reporting Period (Ending Date of Pay Period Covered by Report) FEB 11, 2017	J. W. W. J. W. W. J. W. W. J. W. W. J. W. W. J. W. W. J. W.	Solven	4. Number of Recording a. Few. b. 116	E, INC 4. Number of Full-Time Employees during Selected Reporting Period (check core): a. Fewer than 16 (complete all sections). Number of Employees (Report semicroses in only one serions)	ployees duri ployees duri one): omplete Sect blete all sections	ng Selected ions I, IV, and	I V only)		Check his a charaddress.	Check here if this is a change of address.	
Job							(Report emplo	(Report employees in only one category) Race/Ethnicity	ne category)						
Categories	T Hish	Hispanic or Latino						Not-Hispanic or Latino	c or Latino						Total
***************************************					Make	<u>8</u>					Female	lale			Cotumns A - N
	Male	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	
	> >	O 88	ა ი	O D	m	ন	G	r	> -	o J	~	<u>-</u>	Z	z	, 0
Officials and Managers First/Mid-Level Officials and Managers Managers 1.2		- 0	10	0 0					2	0 0		0 0			14
Professionals 2	0	33	5	0						-		0			10
Technicians 3	ü	0	18	0					-	0		0		İ	22
Sales Workers 4	0	0	2	0					2	0		0			4
Administrative Support Workers 5	2	3	7	0					18	0		0			30
Craft Workers 6	4	0	14	3					0	0		0			21
Operatives 7															0
Laborers and Helpers 8				****								•			0
Service Workers 9															0
TOTAL 10	10	7	58	3	0	0	0	0	24	-	0	0	0	0	103
PREVIOUS YEAR TOTAL 11	6	7	57	u	0	0	0	0	22	-	0	0	0	0	96

FCC 395 Revised December 2007

SECTION III - Part-Time Employees.	yees.							Number of Employees (Report employees in only one category) Race/Ethnicity	Number of Employees employees in only one c Race/Ethnicity	yees one category						
Categories		Hispanic or Latino	, š			Male	ile		Not-Hispanic or Latino	ic or Latino		Female	nale			
	Male	3177	Female	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Other Pacific Islander	Asian		American Indian or Alaska Native	American Two or more Indian or races Alaska Native
	>		В	c	D	m	п	G	Ξ	-	۷	~	г	\neg	Z	Z
Executive/Senior Level Officials and Managers 1.	1.1 0		0	0	0					0	0		0			
and	1.2 0		0	0	0					0	0		0		VF	
Professionals	2 0		0	0	0					0	0		0		-	
Technicians	3 0		0	-	0					0	0		-			
Sales Workers	4 0		0	0	0					0	0		0			
Administrative Support Workers	5 0		0	0	0					0	0		0			
Craft Workers	6 0		0	0	0					0	0		0			
Operatives	7															
Laborers and Helpers	8															
Service Workers	9						4									
TOTAL 1	10 0		0	_	0	0	0	0	0	0	0	0	-	0		0
PREVIOUS YEAR TOTAL 1	11 0		0	0	0	0	0	0	0	0	0	0	_	0	J	0
SECTION IV - Report of Discrimination Complaints Pursuant to 47 CFR 22.321, 23.55, 90.168, 101.4, and 101.311.	nination Co	omplaints	Pursuant	to 47 CFR	22.321, 23.5	5, 90.168, 101	.4, and 101.:	311.								
This is to advise the Commission that no complaints regarding violations of the equal employment provisions of Federal, state, territorial, or local statutes have been filed against this company before any body having competent jurisdiction in such matters during the calendar year covered by this report. This is to advise the Commission that the following complaints alleging violations of the provisions of any equal employment opportunity statute have been filed against this company. (Attach a list indicating parties involved, date filed, courts or agencies before which the matter has been heard, file number or other designation, and current status or disposition.	Commission body having Commission parties in	on that no ng compet on that the involved, d	complaints tent jurisdic following of tate filed, c	regarding tion in such complaints a ourts or age	violations of the matters during the matters during leging violate success before	ne equal empling the calendations of the prowhich the material materials.	oyment provi ar year cover visions of an Iter has been	sions of Feder ad by this repo y equal emplo heard, file nu	al, state, terri ort. yment opport mber or other	torial, or loca unity statute designation,	I statutes haw have been file and current s	have been filed against this nifled against this company and status or disposition.	gainst this company. sition.			
SECTION V - Certification Leadify that to the best of my knowledge information, and helief all statements in this report are true and normal.	wledge inf	formation	and helief	all stateme	ots in this ren	ord are to le an	of correct	-	•				1			
Date Typ	Typed or Printed Name of Person Signing	nted Name	of Person	Signing			Signature	00					Telephone No.	67_5	333	333
Title of Person Signing	OPI OPI	TOED	3		WILLFULLY I	FALSE STATE	MENTS MA	WILLFULLY FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (18 U.S. 1974) OF ANY STATION I ICENSE OR CONSTRUCTION PERMIT (47 ILS C. 372 /4/11) AND/OR FORFEITI RE (47 ILS C. 573)	FORM ARE P	UNISHABLE	BY FINE ANI	ORFFITLIRF	ONMENT (18	03.0	. 1001)	AND/OR IMPRISONMENT (18 U.S.C. 1001) AND/OR REVOCATION RECORPORT (47 U.S.C. 503)
CHIEF EXECUTIVE OFFICER	E OFF	ICER			OF ANY STA	TION LICENS	E OR CONS	TRUCTION P	ERMIT (47 U	S.C. 312 (A)	(1) AND/OR F	ORFEITURE	(47 U.S.C. 5	3).		

Title of Person Signing
CHIEF EXECUTIVE OFFICER

Attachment A

ABRIGO VS. HCTC

In March 2017, former employee Ascension Abrigo filed an EEOC charge against HCTC, which was dismissed by the EEOC on March 10, 2017. We never received a copy of the actual charge, so are unaware what it alleged or whether it stated a reportable risk. The EECO's dismissal was a 'right to sue' notice giving Mr. Abrigo 90 days from receipt of notice to file a federal suit for discrimination.

AL/bf 05/01/2017